

Guidelines for Selection of Mentors

The selection of the mentor for a new teacher is an important task for the building administrator. Please consider the recommendations below as you think about who might provide the best support for your beginning teachers.

Interestingly, the best classroom teacher does not necessarily make the best mentor!

Key Criteria

- Each mentor should work with only one beginning teacher.
- Close proximity is very important. Mentors and beginning teachers should be in the same building if at all possible.
- The more closely the job descriptions of the two are aligned, the better... i.e. same grade level, same content area.

Qualities of a Good Mentor

James B. Rowley

The Good Mentor is....

- committed to the role of mentoring
- accepting of the beginning teacher
- skilled at providing instructional support
- effective in different interpersonal contexts
- a model of a continuous learner
- communicates hope and optimism

Critical Selection Criteria

Janet Gless and Ellen Moir of the New Teacher Center

- Strong interpersonal skills
- Credibility with peers and administrators
- A demonstrated curiosity and eagerness to learn
- Respect for multiple perspectives
- Outstanding instructional practice